

Enakost spolov: premisleki in izzivi

Povzetki posveta o enakosti spolov
za vključujočo univerzo in družbo

Koper, 15. november 2023

Gender Equality: Considerations and Challenges

Abstracts of the Symposium on Gender Equality
for an Inclusive University and Society

Koper, 15 November 2023



GREEN, DIGITAL & INCLUSIVE
University of Primorska
ZELENA, DIGITALNA IN VKLJUČUJOČA
Univerza na Primorskem
VERDE, DIGITALE E INCLUSIVA
Università del Friuli-Venezia Giulia



NAČRT ZA
OKREVANJE
IN ODPORNOST



REPUBLIKA SLOVENIJA
MINISTRSTVO ZA VISOKO ŠOLSTVO,
ZNANOST IN INOVACIJE



Financira
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NextGenerationEU

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Posvet je organiziran v okviru investicijskega projekta Zelena, digitalna in vključujoča Univerza na Primorskem (GDI UP). Projekt sofinancirata Republika Slovenija, Ministrstvo za visoko šolstvo, znanost in inovacije ter Evropska unija – NextGenerationEU. Projekt se izvaja skladno z Načrtom za okrevanje in odpornost (NOO) v okviru razvojnega področja Pametna, trajnostna in vključujoča rast, komponente Krepitev kompetenc, zlasti digitalnih in tistih, ki jih zahtevajo novi poklici in zeleni prehod (C3 K5), za ukrep investicija F. Izvajanje pilotnih projektov, katerih rezultati bodo podlaga za pripravo izhodišč za reformo visokega šolstva za zelen in odporen prehod v Družbo 5.0: projekt Pilotni projekti za prenavo visokega šolstva za zelen in odporen prehod.

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The symposium is organised in the framework of the investment project Green, Digital and Inclusive University of Primorska (GDI UP). The project is co-financed by the Republic of Slovenia, the Ministry of Higher Education, Science and Innovation and the European Union – NextGenerationEU. The project is implemented in accordance with the Recovery and Resilience Plan (RRP) under the development area Smart, Sustainable and Inclusive Growth, component Strengthening competencies, in particular digital competencies and those required by the new professions and the green transition (C3 K5), for the investment measure Investment F. Implementation of pilot projects, the results of which will serve as a basis for the preparation of a roadmap for the reform of higher education for a green and resilient transition to a Society 5.0: project Pilot Projects for the Reform of Higher Education for a Green and Resilient Transition.

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Enakost spolov: premisleki in izzivi

Prizadevanja na področju enakosti spolov so pred desetletji nastala zaradi čedalje bolj prepoznane in ozaveščene potrebe po nujnem zmanjšanju oz. odpravi nepravilnih razlik v družbeni obravnavi žensk in moških ter izenačenju pravic in možnosti žensk v razmerju do moških. Čeprav se je od prelomnih naporov za temeljno enakopravnost in enakovrednost žensk v družbi njihov položaj v mnogih državah, skupnostih ter institucijah odtlej znatno izboljšal, potrebe po osvetljevanju, izpostavljanju in reševanju permanentno prisotnih težav zaradi starih, novih ter novih starih neenakosti žensk niso kar izginile. V zadnjem času so se okrepili poskusi retraditionalizacije žensk v družbi, celo v najrazvitejših državah, kjer so ženske kot zgodovinska sila sicer dosegle zavidljivo stopnjo enakosti z moškimi v pravicah in možnostih, zaradi česar so razlogi za pertinentno ukvarjanje z (ne)enakostjo spolov postali še bolj utemeljeni. Poleg tega so nedavno do svojega javnega glasu prišli ljudje, katerih spol in spolna identiteta sta bila povsem izključena iz preteklih enakostnih refleksij ter skrbi. Gre za vprašanje spolne enakosti spolnih manjšin, kakor so transspolni, interspolni in spolno nebinarni ljudje, torej ljudje, ki se ne prepoznavajo v spolu, ki jim je bil pripisan ob rojstvu, oz. se ne istovetijo z uveljavljeno delitvijo na ženski in moški spol, zaradi katerih se zdi, da bo treba obilno dediščino prevladujoče binarne produkcije diskurzov o enakosti moških in žensk ter normirane delitve spola na zgolj dve kategoriji (cisnormativnost) transformirati v širši spekter možnosti spolnih identitet in identifikacij ter enakost spolov začeti misliti in udejanjati na način, ki bo resnično vključujoč za vse ljudi ne glede na spol oz. spolno identiteto. Tako bo zapisana enakost spolov resnično postala množinska oznaka, ki naslavlja in vključuje enakost vseh v družbi že prepoznanih spolov, gre torej za preseganje osredičenosti na moške in ženske kot izključna spola.

Univerze povsod po svetu so se s sprejemanjem raznih dokumentov in akcijskih načrtov za enakost spolov postavile na samo čelo prizadevanj po bolj vključujoči družbi 21. stoletja. Zavezale so se, da bodo aktivno udeležene načela enakosti spolov, ki med drugim vključujejo preprečevanje diskriminacije, stigmatizacije in nasilja na podlagi spola oz. zaradi spolne identitete, zavzemanje za vključevanje raznolikosti, upoštevanje spola kot toposa tematizacije in problematizacije v vsebinah raziskav ter poučevanja. V okvir teh širših akademskih, znanstvenih in univerzitetnih prizadevanj gre umestiti pričujoči posvet na Univerzi na Primorskem. Ambicija posveta je vključujoča univerza, ki skrbi za izvajanje pogovorov in razvijanje izobraževalnih ter raziskovalnih vsebin s področja, ki zadeva enakost spolov. Ta ambicija je tudi skladna s cilji projekta GDI UP, ki je ponudil okvir za izvedbo posveta: V skladu z Uredbo o vzpostavitvi mehanizma za okrevanje in odpornost, s slovensko zakonodajo in z »Načrtom za enakost spolov« Univerze na Primorskem investicijski projekt vključuje načela enakosti spolov in enakih možnosti za vse v vseh fazah/aktivnostih projekta. V svoji sredini univerza gradi in spodbuja medosebne odnose, ki temeljijo na vključevanju različnosti. Razumevanje in sobivanje z drugače mislečimi sta temeljna stebra kritične akademske skupnosti, ki spoštuje človekove pravice in ima ničelno toleranco do diskriminacije ter nestrpnosti. Skladno z »Načrtom za enakost spolov« Univerze na Primorskem in Zakonom o enakih možnostih žensk in moških bo UP zagotavljala, da se bodo vse aktivnosti projekta sistematično presojale z vidika enakosti spolov oz. da se bo v vseh fazah izvajanja projekta upoštevalo možne posledice na položaj žensk in moških.


Posvet ponuja raznolik spekter disciplinskih, teoretskih in izkustvenih obravnav, ki premišljajo različne perspektive enakosti spolov, od normativnih, kategorialnih in performativnih preko etničnih, procesualnih ter interseksionalnih do subverzivnih, transgresivnih in transformativnih. Udeleženske/-ci posveta bodo premišljale/-i (ne)enakost spolov v razmerju do spolov, raznih (ne)enakosti, nor-

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mativnosti, razrednosti, etničnosti, seksualnosti, interseksionalnosti, binarnosti, nebinarnosti, cisspolnosti in transspolnosti. Prav tako bodo premišljale/-i (ne)enakost spolov na različnih področjih (v politikah enakosti spolov, pravu, na univerzi, na podeželju, v potopisju, migracijah, izobraževanju, medijih, javnem in zasebnem prostoru).


Posvet bo izveden v okviru projekta Zelena, digitalna in vključujoča Univerza na Primorskem (GDI UP) – pilotni projekt Univerze na Primorskem v okviru ukrepa prenove visokošolskega strokovnega izobraževanja za reformo visokega šolstva za zelen in odporen prehod v družbo 5.0.

Posvet bo potekal v slovenskem in angleškem jeziku.

Gender Equality: Considerations and Challenges

Gender equality efforts began decades ago as a result of a growing recognition and awareness of the urgent need to reduce or eliminate unfair differences in the social treatment of women and men, and to equalise women's rights and opportunities vis-à-vis men. Although women's position in society has improved significantly in many countries, communities and institutions since (the advent of) ground-breaking efforts for fundamental equality and equity for women, the need to highlight, expose and address (the) persistent problems of old, new and re-emerging inequalities for women has not simply disappeared. Recently, attempts to re-traditionalise women in society have intensified, even in the most developed countries, where women as a historical force have achieved an enviable degree of equality with men in rights and opportunities, making the case for a pertinent engagement with gender (in)equality all the more compelling. Moreover, people whose gender and gender identity have been completely excluded from past equality reflections and concerns have recently come to have a public voice. It is about gender equality for gender minorities such as transgender, intersex and gender non-binary people, i.e. people who do not identify with the gender/sex assigned to them at birth, or who do not identify with the established gender divide of female and male. It is precisely because of gender variant people that the persistent legacy of the dominant binary production of discourses on the equality of men and women and the normalised division of gender into only two categories (cisnormativity) seems to be transformed into a broader spectrum of possibilities of gender identities and identifications. This is also an opportunity to begin to think and practice gender equality in a way that is truly inclusive for all people, regardless of their gender or gender identity. In this way, gender equality will truly become a plural label that addresses and includes the equality of all genders already recognised in society, thus moving beyond a focus on men and women as exclusive genders.

Universities around the world have put themselves at the forefront of the mission for a more inclusive society in the 21st century by adopting various documents and action plans on gender equality. They have committed themselves to actively implement (the) principles of gender equality, which include, inter alia, the prevention of discrimination, stigmatisation and violence on the basis of gender or gender identity, the commitment to the inclusion of diversity, and the consideration of gender as a topos of thematisation and problematisation in research and teaching. The present symposium at the University of Primorska should be placed in the context of these broader academic, scientific and university efforts. The ambition of the symposium is to have the University become a more inclusive university that fosters conversations and develops educational and research content in the field of gender equality. This ambition is also in line with the objectives of the GDI UP project, which provided the framework for the symposium: In accordance with the Regulation on the Establishment of the Recovery and Resilience



Mechanism, Slovenian legislation and the Gender Equality Plan of the University of Primorska, the investment project integrates the principles of gender equality and equal opportunities for all into all phases of the project/activities. At its core, the University builds and promotes interpersonal relationships based on the inclusion of diversity. Understanding and coexistence with dissenting voices are fundamental pillars of a critical academic community that respects human rights and has zero tolerance for discrimination and intolerance. In accordance with the Gender Equality Plan of the University of Primorska and the Law on Equal Opportunities for Women and Men, UP will ensure that all project activities are systematically assessed from a gender perspective or that the possible consequences for the position of women and men are taken into account in all phases of project implementation.

The symposium offers a diverse range of disciplinary, theoretical and experiential presentations that consider different perspectives on gender equality, from the normative, categorial and performative, through the ethnic, processual and intersectional, to the subversive, transgressive and transformative. Symposium participants will reflect on gender (in)equality in relation to gender, various (in)equalities, normativity, class, ethnicity, sexuality, intersectionality, binarity, non-binarity, cisgender and transgender. They will also reflect on gender (in)equality in different fields (gender policies, law education, university, rural environments, travel, migration, media, public and private spaces).

The symposium will be held in the framework of the Green, Digital and Inclusive University of Primorska (GDI UP) project – a pilot project of the University of Primorska within the framework of the action of the renewal of higher professional education for the reform of higher education for a green and resilient transition to a 5.0 society.

The symposium will be held in Slovenian and English.

Program

15. november 2023 | Univerza na Primorskem

- 08.50–09.00 Registracija
- 09.00–09.05 Pozdravni nagovor: prof. dr. Klavdija Kutnar, rektorica Univerze na Primorskem
- 09.05–09.10 Pozdravni nagovor: prof. dr. Irena Lazar, dekanja Fakultete za humanistične študije Univerze na Primorskem

Enakost spolov: premisleki normativnih, kategorialnih in performativnih perspektiv

Moderira: izr. prof. dr. Alenka Janko Spreizer

- 09.10–09.30 Enakost žensk in moških: pregled razvoja politik v Sloveniji, dr. Sonja Robnik
- 09.30–09.50 Pomen enakosti spolov v pravnem izobraževanju, doc. dr. Tilen Štajnpihler Božič
- 09.50–10.10 Razvoj in uvajanje protokola o enakosti spolov na univerzi: enakopravnost in pravičnost, prof. dr. Štefan Bojnec, izr. prof. dr. Patricia Blatnik, asist. dr. Jan Frančeškin
- 10.10–10.30 Spol kot družbena praksa: kategorije kot določevalke realnosti, doc. dr. Tadej Praprotnik
- 10.30–11.00 Diskusija
- 11.00–11.20 Odmor za kavo

Enakost spolov: premisleki, etničnih, procesualnih in intersekcionalnih perspektiv

Moderira: prof. dr. Vlado Kotnik

- 11.20–11.40 Spol na kmetih: primer raziskave o enakosti spolov na slovenskem podeželju, Ana Pavlič
- 11.40–12.00 Onstran identitete, tostran intersekcije: primer romskih LGBT+ prizadevanj v Prekmurju, Marcel Baranja
- 12.00–12.20 Ženske v sodobnih migracijskih procesih: primer lokalnih praks migrantk v Sloveniji, izr. prof. dr. Karmen Medica
- 12.20–12.40 Spol, rasa, razred ...: intersekcionalne perspektive v raziskovanju kompleksnih neenakosti, izr. prof. dr. Alenka Janko Spreizer
- 12.40–13.10 Diskusija
- 13.10–13.30 Odmor za kavo

Enakost spolov: premisleki subverzivnih, transgresivnih in transformativnih perspektiv

Moderira: doc. dr. Tadej Praprotnik

- 13.30–13.50 Kolumb, bitje ženskega spola: refleksije o ženskem spolu v potovalnih zapisih Alme Karlin, doc. dr. Irena Weber
- 13.50–14.10 Politika vključevanja transspolnih in nebinarnih oseb: primer feministično-spiritalnega menstrualnega družbenega gibanja Rdeči šotor, doc. dr. Polona Sitar
- 14.10–14.30 Težave s spoli: kritika binarne enakosti spolov, prof. dr. Vlado Kotnik
- 14.30–14.50 Od ureditve žensk do ureditve organizacij: enakost spolov kot transformativna agenda za vključujoče raziskovanje, dr. Maxime Forest
- 14.50–15.20 Diskusija z zaključki posveta

Programme

15 November 2023 | University of Primorska

- 08.50–09.00 Registration
- 09.00–09.05 Welcome Address: Prof. Dr. Klavdija Kutnar, Rector of the University of Primorska
- 09.05–09.10 Welcome Address: Prof. Dr. Irena Lazar, Dean of the Faculty of Humanities, University of Primorska

Gender Equality: Reflections on Normative, Categorical and Performative Perspectives

Moderator: Assoc. Prof. Dr. Alenka Janko Spreizer

- 09.10–09.30 Equality between Women and Men: Overview of Policy Developments in Slovenia, dr. Sonja Robnik
- 09.30–09.50 The Significance of Gender Equality in Legal Education, Assist. Prof. Dr. Tilen Štajnpihler Božič
- 09.50–10.10 Development and Implementation of the Protocol on Gender Equality at University: Equality and Justice, Prof. Dr. Štefan Bojnec, Assoc. Prof. Dr. Patricia Blatnik, Assist. Dr. Jan Frančeskin
- 10.10–10.30 Gender as a Social Practice: Categories as Reality Determinants, Assist. Prof. Dr. Tadej Praprotnik
- 10.30–11.00 Discussion
- 11.00–11.20 Coffee Break

Gender Equality: Reflections on Ethnic, Processual and Intersectional Perspectives

Moderator: Prof. Dr. Vlado Kotnik

- 11.20–11.40 Gender in Agriculture: An Example of a Survey on Gender Equality in the Slovenian Countryside, Ana Pavlič
- 11.40–12.00 Beyond Identity, Unveiled Intersectionality: A Case of Roma LGBT+ Initiatives in Prekmurje, Marcel Baranja
- 12.00–12.20 Women in Modern Migration Processes: An Example of Local Practices of Female Migrants in Slovenia, Assoc. Prof. Dr. Karmen Medica
- 12.20–12.40 Gender, Race, Class ...: Intersectional Perspectives in Research of Complex Inequalities, Assoc. Prof. Dr. Alenka Janko Spreizer
- 12.40–13.10 Discussion
- 13.10–13.30 Coffee Break

Gender Equality: Reflections on Subversive, Transgressive and Transformative Perspectives

Moderator: Assist. Prof. Dr. Tadej Praprotnik

- 13.30–13.50 Columbus, a Being of the Female Sex. Reflections on Gender in Alma Karlin's Travel Writings, Assist. Prof. Dr. Irena Weber
- 13.50–14.10 The Politics of Transgender and Nonbinary Inclusion: The Case of the Feminist-Spiritualist Menstrual Social Movement Red Tent, Assist. Prof. Dr. Polona Sitar
- 14.10–14.30 Trouble with Genders: A Critique of Binary Gender Equality, Prof. Dr. Vlado Kotnik
- 14.30–14.50 From Fixing Women to Fixing Organizations: Gender Equality as a Transformative Agenda for Inclusive Research, Dr. Maxime Forest
- 14.50–15.20 Discussion with Conclusions

Sonja Robnik

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Enakost žensk in moških: pregled razvoja politik v Sloveniji

Slovenija se po številnih kazalnikih na področju enakosti žensk in moških umešča nad povprečje držav Evropske unije, a sočasno obstajajo področja, kjer so politike in ukrepi drugih držav učinkovitejši. Da se napredek lahko hitro prelevi v nazadovanje, pričajo umestitve Slovenije na lestvicah različnih indeksov, npr. indeksa enakost spolov Evropskega inštituta za enakost spolov, globalnega indeksa spolne vrzeli Svetovnega gospodarskega foruma itd. Pregled razvoja na področju enakosti spolov v samostojni Sloveniji kaže, da je bilo za izboljšanje položaja narjenih veliko pomembnih korakov, od zakonodaje do številnih akcij ozaveščanja. Četudi se enakost spolov še vedno dojema kot t. i. žensko vprašanje, smo v Sloveniji naslavljali tudi področja, kjer ovire križajo pot moškim. Da neenakosti ne ostajajo skrite in nenaslovljene, je nujna dobro delujoča in hitro odzivna infrastruktura, od nacionalnega mehanizma za enakost spolov do civilne družbe. Pomembno vlogo igrajo tudi mediji – v rokah imajo moč, da ustvarjajo družbeno realnost, vplivajo na (ne)vidnost tem ter (re)producirajo spolne stereotipe. Prispevek osvetljuje neznosno krhkost napredka na področja enakosti spolov in odgovarja na vprašanja: kakšen je (bil) razvoj področja v Sloveniji; na katerih področjih je enakost spolov najranljivejša; kateri dejavniki vplivajo na to, katera področja ostajajo slepa pega; kako zavezana enakosti spolov je naša družba (in politika); zakaj obstaja vrzel med načelnim »za« enakost spolov ter dejstvom, da v 21. stoletju še vedno nismo odpravili vseh neenakosti in podrli vseh tabujev.

Ključne besede: enakost žensk in moških, razvoj politike enakosti spolov, spolni stereotipi

Equality between Women and Men: Overview of Policy Developments in Slovenia

Several indicators measuring equality between women and men rank Slovenia above the average of the European Union. On the other hand, areas exist where relevant policies and measures of other countries are more effective. Progress can swiftly turn into a decline, as it is evidenced by the positioning of Slovenia on the rankings of various indices, e.g., the Gender Equality Index of the European Institute for Gender Equality, the Global Gender Gap Index of the World Economic Forum, etc. A periodic review of developments in the field of gender equality in Slovenia shows that many important steps have been taken to improve the situation, from legislation to numerous awareness-raising campaigns. Although gender equality is still perceived as a so-called women's issue, Slovenia has also addressed areas where obstacles impact men as well. A well-functioning rapid response infrastructure, from the National Gender Equality Mechanism to civil society, is essential to ensure that inequalities do not remain hidden and unaddressed. Mass media also play an important role with their power to create a social reality, influence the (in)visibility of issues and (re)produce gender stereotypes. The contribution of mass media highlights the fragility of the progress in gender equality and brings attention to the following questions concerning how this developed in Slovenia, which domains call for more efficient action and measures, which factors affect that, which areas remain blind spots, how committed to gender equality is our society (and politics), why the gap exists between the principled 'pro' gender equality and the fact that in the 21st century we still have not eliminated all inequalities and have eliminated all taboos.

Key words: equality between women and men, gender equality policy development, gender stereotypes

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Pomen enakosti spolov v pravnem izobraževanju

Prispevek gradi na predpostavki, da je pravo eden od pomembnih mehanizmov, ki jih imamo na voljo pri uresničevanju prizadevanj za enakost spolov kot eno od aspirativnih prvin vključujoče družbe. Eden od dejavnikov, ki vplivajo na to, v kolikšni meri je pravo v tej vlogi uspešno, je povezan z vprašanjem, kako pravo razumejo in uporabljajo tisti, ki z njim vsakodnevno poklicno rokujejo in ki jim je bilo pravo kot eden od ključnih normativnih sistemov v današnji družbi – metaforično rečeno – zaupano »v skrbstvo«. Z drugimi besedami, to so pravniki/-ce, ki pogosto nastopajo pod razosebljeno oznako pravna stroka. Osrednji kontekst, v katerem se odvija institucionaliziran družbeni proces (re)produkcije pravne stroke, pa je pravno izobraževanje. Nekdanji sodnik ameriškega zveznega vrhovnega sodišča je nekoč pripomnil, da je pravo to, kar so pravniki, pravniki pa so to, kar iz njih naredijo pravne fakultete. Namen prispevka je osvetliti, kaj (lahko) pomeni integracija enakosti spolov v kontekstu pravnega izobraževanja (pri nas), ter utrditi potrebo po naslavljanju raznolikih vprašanj, ki se odpirajo v zvezi s tem, zlasti v luči dejstva, da se pravno izobraževanje pri nas na sploh redko znajde v središču poglobljenih razprav, še toliko manj pa v povezavi z vprašanji spola in/ali enakosti.

Ključne besede: enakost spolov, pravno izobraževanje, pravniški poklici

The Significance of Gender Equality in Legal Education

This paper builds on the premise that law is an important mechanism available to us in pursuing gender equality as one of the aspirational elements of an inclusive society. One of the factors that influence the extent to which law is successful in this role concerns the issue of how law is understood and used by those who deal with it daily in a professional capacity and to whom law, as one of the key normative systems in contemporary society, has been – metaphorically speaking – entrusted to ‘nurture.’ In other words, I am referring to the legal profession. The central context in which the institutionalised social process of the (re)production of the legal profession takes place is legal education. A former judge of the Supreme Court of the United States once remarked that the ‘law is what lawyers are’ and that ‘lawyers are what the law schools make them.’ The purpose of this paper is to shed light on mainstreaming gender into legal education (in Slovenia) and to reinforce the need to address diverse issues that arise in this regard, especially in light of the fact that legal education in Slovenia rarely finds itself at the centre of in-depth debates in general, and even less so in relation to gender and/or equality issues.

Key words: gender equality, legal education, legal profession

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Razvoj in uvajanje protokola o enakosti spolov na univerzi: Enakopravnost in pravičnost

Univerzitetni protokol o enakosti spolov je obsežen nabor smernic, politik in praks, namenjenih spodbujanju in zagotavljanju enakosti spolov znotraj akademske skupnosti. Cilj protokola je ustvariti varno, vključujoče in raznoliko okolje za vse visokošolske učitelje, strokovno osebje ter študente, ne glede na njihovo spolno identiteto ali izražanje. Ključne komponente protokola o enakosti spolov vključujejo *vzpostavitev jasnih politik o enakosti spolov*, kjer je treba opredeliti prednostna področja za enakopravnost spolov, kot so zaposlovanje, napredovanje, raziskovanje, podpora študentom in ravnotežje med poklicnim ter zasebnim življenjem. Protokol vsebuje tudi smernice, kako spodbujati uporabo *spolno nevtralnega in vključujočega jezika* v vseh uradnih dokumentih, na spletnih straneh in v komunikaciji med deležniki, hkrati pa sta pomembna tudi redna promocija in priznavanje dosežkov vseh spolov v univerzitetnih publikacijah ter medijih. Skozi protokol sprejmemo smernice na področju *izobraževanja in usposabljanja* zaposlenih ter študentov o enakosti spolov, pri čemer je pomembno, da se zaposleni in študenti podučijo o pomenu enakopravnosti spolov, različnih možnih oblikah diskriminacije po spolu in o tem, kako se proti taki diskriminaciji boriti. Skozi protokol sprejmemo usmeritve tudi na področju *zaposlovanja in napredovanja* znotraj univerze. Pri tem poznamo različne ukrepe, kot so uvedba kvot ali ciljev, da se zagotovi uravnotežena zastopanost spolov med zaposlenimi, revizija in prilagajanje plačilne strukture, enakost plačila za enako delo, mentorstvo in inštruiranje (angl. *coaching*) oz. programe za ženske in druge manj zastopane spole, ki spodbujajo njihov profesionalni razvoj. Pomembna komponenta protokola za ustvarjanje varnega in vključujočega okolja na univerzi je zagotavljanje ustreznih *virov ter podpornih storitev* za posameznike, ki so bili izpostavljeni diskriminaciji ali nadlegovanju na podlagi spola, kot tudi tistim, ki želijo izvedeti več o enakosti spolov. Še eden izmed pomembnih vidikov spodbujanja enakosti spolov in spodbujanja vključujočega okolja na univerzi je vzpostavitev *varnih prostorov*, kar pomeni, da se ustanovijo fizični ali virtualni prostori, kjer se lahko posamezniki vseh spolov počutijo varne in podprte. Skozi protokol pa sprejmemo tudi različne ukrepe za raznoliko *zastopanost vseh spolov na vodstvenih položajih*, v akademskih programih, odborih in na univerzitetnih dogodkih. Pri vsem tem pa ne smemo pozabiti na redno *spremljanje in evalvacijo* vseh ukrepov na področju uvajanja enakosti spolov z vidikov enakopravnosti ter pravičnosti. Bistvenega pomena je, da se univerze dejavno zavežejo k spodbujanju enakosti ter enakopravnosti spolov in ustvarjanju kulture vključevanja ter spoštovanja vseh članov akademske skupnosti. Z izvajanjem celovitega protokola o enakosti spolov lahko univerze pomagajo ustvariti enakopravnejše, pravičnejše in bolj vključujoče okolje za vse.

Ključne besede: protokol o enakosti spolov, univerza, enake možnosti

Development and Implementation of the Protocol on Gender Equality at University: Equality and Justice

The University Protocol on Gender Equality is a comprehensive set of guidelines, policies and practices designed to promote and ensure gender equality within academia. The aim of the protocol is to create a safe, inclusive and diverse environment for all higher education teachers, professional staff and students, regardless of their gender identity or expression. Key components of the gender equality protocol include *the establishment of clear gender equality policies*, where priority areas for gender equality need to be identified such as employment, promotion, research, student support and work-life balance. The protocol also pro-

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vides guidance on how to promote the use of *gender-neutral and inclusive language* in all official documents, websites and communication between stakeholders, as well as the regular promotion and recognition of achievements of all genders in university publications and mass media content. Guidelines are included in the protocol in the field of *education and training* of employees and students on gender equality. It is important that employees and students learn about the importance of gender equality, the various possible forms of gender discrimination and how to combat such discrimination. Guidelines are also included in the protocol in the field of *employment and promotion* within the university. There are various measures in this regard, such as the introduction of quotas or targets to ensure gender balance among employees, the revision and adaptation of the pay structure to ensure equal pay for equal work, mentoring and coaching. Coaching or programmes are for women and other under-represented genders that promote their professional development. An important component of the protocol for creating a safe and inclusive environment at the university is the provision of adequate *resources and support services* to individuals who have been exposed to discrimination or harassment based on gender, as well as to those who want to learn more about gender equality. Another important aspect of promoting gender equality and promoting an inclusive environment at university is the creation of *safe spaces*, which means creating physical or virtual spaces where individuals of all genders can feel safe and supported. Through the protocol, various measures are taken for the diverse *representation of all genders in management positions*, academic programmes, committees and university events. In all of this, regular *monitoring and evaluation* of all measures in the field of introducing gender equality from the perspective of equality, equity and equal opportunities is necessary. It is essential that universities actively commit to promoting gender equality and equality of opportunities and to creating a culture of inclusion and respect for all members of the academic community. By implementing a comprehensive protocol on gender equality, universities can help create a more equal, equitable and inclusive environment for all.

Key words: gender equality protocol, university, equal opportunities

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Spol kot družbena praksa: kategorije kot določevalke realnosti

Prispevek predstavi nekatere temeljne procese spoljenja kot kulturne prakse in prevprašuje vlogo kategorij kot samouresničujočih se realnosti. Procese spoljenja podpirajo miti, ki družbene intervencije predstavljajo kot posledico narave. Podobe moškosti in ženskosti miti naredijo za univerzalne ter celo za pravične, s čimer se ustvari vtis, da taki mitološki pomeni enakovredno služijo interesom vseh. Ko vzpostavimo kategorijo spola, naredimo spol za vidno in pomenljivo značilnost. Družbeni spol se utemeljuje na družbeno konstruiranih idejah, ki jih ima kultura o biološkem spolu. Družbeni spol se izvaja/uprizarja in potrjuje prek komunikacijskih ter drugih simbolnih dejanj, moški in ženske se kot »moški« in »ženske« vzpostavljajo šele skozi delovanje. Spolne identitete torej neustrezno razumemo kot odraz, odsev, kot refleksijo posameznikove/posamezničine obstoječe »realnosti«. V resnici šele z našim lastnim delovanjem vzpostavljamo realnost (moškost, ženskost). Družbeni spol zato ni nekaj, s čimer se rodimo, in ni nekaj, kar preprosto imamo, temveč je tisto, kar izvajamo, pri čemer naše bivanje v medijih reproducira ospoljenosti. Aktualen primer je algoritmična personalizacija ali kako lahko tudi umetna inteligenca avtomatizira ospoljenost. Vseprisotna meditacija in algoritmsko pogojena vidnost reproducirata ospoljenost. Sodobno upodatkovljenje posameznike in posameznice razvršča v statistične kategorije, algoritmska priporočila pa jih povratno odvrčajo k raziskovanju alternativnih rešitev. Čeprav naj bi personalizacija izboljšala proces sprejemanja odločitev, se ta algoritmska relevantnost bolj navezuje na statistično pripadnost posameznika in posameznice kategoriji ter ni odraz njegovih oz. njenih lastnih preferenc. Algoritmi in avtomatizacija po nekaterih znanstvenih mnenjih napovedujeta konec človeške pristranskosti in neenakega obravnavanja na podlagi pripadnosti določeni kategoriji (odsotnost človeških napak), toda hkrati se pojavlja bojazen, da bo avtomatizacija lahko pomenila vnaprejšnjo, torej vgrajeno neenakopravnost in ospoljenost, s čimer se bodo družbeni antagonizmi lahko avtomatizirali. Umetna inteligenca oz. algoritmi potrebujejo učne podatke, z ospoljenimi učnimi podatki se reproducira in avtomatizira obstoječa ospoljenost. Kvantitativno upodatkovljenje z razvrščanjem posameznikov in posameznic v kategorije ohranja relevantnost ospoljenih kategorij, posledično ohranja tudi realnost, ki jo vidimo.

Ključne besede: spoljenje, performativnost, umetna inteligenca

Gender as a Social Practice: Categories as Reality Determinants

This paper presents some of the fundamental processes of gendering (learning and performing as male or female) as a cultural practice and questions the role of categories as self-fulfilling realities. The processes of gendering are supported by myths that present social interventions as a consequence of nature. Images of masculinity and femininity make myths universal and even righteous, creating the impression that such mythological meanings equally serve the interests of all. When we establish sex as biological category, we make sex a visible and meaningful feature. Gender is based on socially constructed ideas that culture has about biological category of sex. Gender is performed and validated through communicative and other symbolic actions, and men and women are established as 'male' and 'female' only through action. Gender identities are therefore inappropriately understood as a reflection of an individual's existing and prior 'reality'. In reality, it is only through our own actions that we establish reality (masculinity, femininity). Gender is therefore not something we are born with, and it is not something we simply have, but something that we perform. Our modes of liv-

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ing as represented in mass media content reproduces the processes of engendering. A current example is algorithmic personalization or how artificial intelligence can also automatise the processes of engendering. Ubiquitous mediation and algorithmically-conditioned visibility reproduce engendering. Modern datafication classifies individuals into statistical categories, algorithmic recommendations discourage individuals from exploring alternative solutions. Although personalization is supposed to improve the decision-making process, this algorithmic relevance relates more to the statistical affiliation of the individual to the category and is not a reflection of his or her own preferences. According to some scientific opinions, algorithms and automation predict the end of human bias and unequal treatment based on belonging to a particular category (absence of human error), but at the same time, there is a fear of what automation may mean upfront, i.e. embedded inequality and engendering, which will allow social antagonisms to be automated. Artificial intelligence or algorithms need learning data, engendered learning data reproduces and automatizes existing process of engendering. By grouping individuals into categories, quantitative datafication maintains the relevance of engendered categories of male and female, consequently preserving the reality we see.

Key words: gendering, performativity, artificial intelligence

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Spol na kmetih: primer raziskave o enakosti spolov na slovenskem podeželju

V sklopu projekta TERA, ki ga financira Norveški finančni mehanizem, je pred približno letom dni, pod okriljem Inštituta za proučevanje enakosti spolov (IPES) iz Maribora, nastala Raziskava o enakosti spolov na podeželju. Raziskava je skušala osvetliti ovire za usklajevanje poklicnega in zasebnega življenja (ter drugih vidikov enakosti spolov) na podeželju – torej v okoljih, ki gospodinjskega dela ne vrednotijo kot pravega dela, po drugi strani pa prosti čas ali čas zase pogosto dojemajo kot lenobo. Kot ključni zaviralci doseganja enakosti spolov na podeželju so bili – na podlagi raziskave, ki je bila opravljena na vzorcu 707 oseb, ki živijo v vseh statističnih regijah države in delajo na podeželju – opredeljeni: stereotipna delitev dela, ki rezultira v veliki nadobremenjenosti žensk (in izrazito nižji vključenosti moških v skrbstvena ter gospodinjska dela); ekonomska odvisnost žensk, ki slednje (potencialno) pahne v številne verige podrejenosti in podredljivosti; geografska oddaljenost od ključne javne infrastrukture, ki lahko lajša usklajevanje poklicnega in zasebnega življenja; normalizacija nasilja (na podlagi spola) na podeželju ter prevlada stereotipnega dojetja kmetijske dejavnosti kot moškega področja, v katerem je ženskam v veliki meri onemogočena moč odločanja, poleg tega pa jim pogosto niti ni priznan njihov pomemben prispevek k vitalnosti in uspešnosti življenja ter gospodarjenja na kmetih. Prispevek bo zato naslovil naslednje ključno vprašanje: zakaj v javnih in strokovnih debatah o prihodnosti razvoja podeželja v kontekstu kmetijstva kot gospodarske panoge, kmetovanja kot življenjske izbire ali kmetstva kot neizbranega načina golega preživetja pomen koncepta enakosti spolov kot temeljnega demokratičnega predpogoja in kot nujnega elementa v spodbujanju ter razumevanju razvoja podeželja vztrajno ostaja spregledan? Ob tem vprašanju pa se porodi še neprijetnejše spraševanje: si res želimo spodbujati razvoj podeželja, ki rezultira v 1% ženskih mladih prevzemnic kmetij v Sloveniji, ob tem pa ne zmoremo reflektirati širšega konteksta trdovratnosti spolnih stereotipov in spolnih norm, ki na podeželju vztrajajo najdlje in so še močnejše prisotni?

Ključne besede: enakost spolov, podeželje, razvoj

Gender in Agriculture: An Example of a Survey on Gender Equality in the Slovenian Countryside

About a year ago, the Institute for Gender Equality Research Institute (IPES) in Maribor produced the Survey on Gender Equality in Rural Areas as part of the TERA project, funded by the Norwegian Financial Mechanism. The survey sought to shed light on various barriers to work-life balance (and other aspects of gender equality) in rural areas – that is, in environments that do not value housework as real work and, on the other hand, often perceive leisure time or time to oneself as laziness. In the course of the analysis of the survey, which was carried out on a sample of 707 people living in all statistical regions of the country and working in rural areas, the following were identified as key obstacles to the achievement of gender equality in rural areas: the stereotypical division of labour, which results in a high female overload (and a markedly lower male involvement in care and domestic work); women's economic dependence, which (potentially) pushes them into multiple chains of dependence and subordination; geographic remoteness from key public infrastructure, which can facilitate work-life balance; the normalisation of (gender-based) violence in rural areas and the prevalence of stereotypical perceptions of farming as a male domain, in which women are largely excluded from decision-making power and are often not even recognised for their important contribution to the vitality and success of farming life and farming.

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This paper will thus address the following key question: why, in public and professional debates regarding the future of rural development in the context of agriculture as an economic sector, farming as a life choice, or farming as an unchosen means of bare subsistence, does the importance of the concept of gender equality as a fundamental democratic precondition and as a necessary element in promoting and understanding rural development, remain persistently overlooked? This question raises an even more uncomfortable question: do we really want to promote rural development, which results in 1% of young women taking over farms in Slovenia, while being unable to reflect on the broader context of the persistence of gender stereotypes and gender norms, which have persisted the longest and are even more strongly present in rural areas?

Key words: gender equality, rural areas, development

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Onstran identitete, tostran intersekcije: Primer romskih LGBT+-prizadevanj v Prekmurju

Prispevek predstavlja primer prizadevanj Romskega akademskega kluba iz Murske Sobotice za odprto in vključujočo družbo, ki temeljijo na organiziranih konkretnih dogodkih, izvedenih dejavnostih v in izven romske skupnosti. Izpostavljeni bodo primeri dobre prakse, uspešni projekti in aktualni izzivi v romski skupnosti ter prizadevanje pripadnikov in pripadnic romske skupnosti na področju človekovih pravic. Prav tako bo obravnavano vprašanje o identiteti posameznika in kako skupek identitet vpliva na odločitve ter (so)delovanje v skupnosti, predvsem pri vprašanju o intersekciji med romsko in LGBT+-skupnostjo. Pripadniki in pripadnice obeh skupnosti, romske in LGBT+, se v Sloveniji soočata s številnimi izzivi, vezanimi na stereotipizacijo, stigmatizacijo, marginalizacijo, izključevanje in celo nasilje. Toda če so problemi in izzivi obeh skupnosti že dobro znani ter ločeno tudi preučevani, pa je zelo malo znanega o življenjskih itinerarijih in težavah oseb, ki so pripadniki in pripadnice tako romske kakor LGBT+ skupnosti. V Prekmurju se topogledno odvijajo dejavnosti, katerih cilj sta integracijsko delovanje in intersekcionalno povezovanje romske in LGBT+-skupnosti. Ta romska LGBT+-prizadevanja naslavljajo zelo specifično področje enakosti spolov, ki doslej v Sloveniji na nobeni instanci ni bilo ustrezno obravnavano. Intersekcija romskih in LGBT+-identitet nas tako postavlja pred izzive, ki so bili doslej tako na ravni državnih politik kakor akademskih obravnav docela izključeni in bržčas že tudi kar težko misljivi. Prispevek nas torej vodi na področje enakosti spolov, ki zadeva specifično intersekcijo dvojno stigmatiziranih in marginaliziranih identitet, ki morajo čimprej postati družbeno misljive in ustrezno naslovljene. Pričujoče poročilo iz Prekmurja o dejavnostih prizadevne romske LGBT+-skupnice in odzivih okolja nanje, s posebnim poudarkom na izzivih LGBT+-oseb v romski skupnosti in izven nje, se zdi spodbudna podlaga za premišljevanje in raziskovanje intersekcionalnosti.

Ključne besede: LGBT+, Romi, intersekcionalnost

Beyond Identity, Unveiled Intersectionality: A Case of Roma LGBT+ Initiatives in Prekmurje

This article presents an example of the efforts of the Roma Academic Club from Murska Sobota to promote an open and inclusive society based on organized concrete events and activities both within and outside the Roma community. It highlights best practices, successful projects, and current challenges within the Roma community, as well as the efforts of Roma individuals in the field of human rights. The article also addresses the question of individual identity and how the combination of identities influences decisions and collaboration within the community, particularly concerning the intersection between the Roma and LGBT+ communities. Members of both communities, Roma and LGBT+, in Slovenia face numerous challenges related to stereotyping, stigmatization, marginalization, exclusion, and even violence. However, while the problems and challenges of both communities are well-known and have been studied separately, very little is known about the life paths and issues of individuals who belong to both the Roma and LGBT+ communities. In Prekmurje, activities aimed at integration and intersectional connections between the Roma and LGBT+ communities are taking place. These Roma LGBT+ initiatives address a very specific area of gender equality, which has not been adequately addressed in Slovenia thus far. The intersection of Roma and LGBT+ identities presents us with challenges that have been entirely excluded from both state policies and academic discourse and are perhaps even difficult to conceptualize. This article, therefore, leads us into the

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realm of gender equality, specifically addressing the intersection of doubly stigmatized and marginalized identities that need to become socially conceivable and properly addressed. This report from Prekmurje about the activities of the dedicated Roma LGBT+ group and the responses from the community, with a special focus on the challenges faced by LGBT+ individuals within and beyond the Roma community, serves as an encouraging basis for contemplating and researching intersectionality.

Key words: LGBT+, Roma, intersectionality

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Ženske v sodobnih migracijskih procesih: primer lokalnih praks migrantk v Sloveniji

Čeprav so ženske od nekdaj prisotne v migrantskem kontekstu, lokalnem in globalnem, je razvoj v zadnjih desetletjih potrdil ne samo njihovo povečano prisotnost v migracijskih tokovih, ampak tudi njihovo priznanje kot migrantk. Praviloma so bile močno vključene v preživljanje svojih družin in skupnosti, v zelo prisoten proces »feminizacije migracij« in ravno tako »feminizacije preživetja«. Obe postavki poudarjata čedalje javnejše in vidnejše oblike prispevka žensk k družinam, prispevek k državi in družbi (emigrantski in imigrantski) ter še posebej vse večje svetovno povpraševanje po njihovih storitvah, so pa tudi vse aktivnejše vključene v lastne emancipacijske procese. Sodobne izkušnje priseljenc v Sloveniji ne izražajo v celoti vseh učinkov spolnega razlikovanja, njihove stratifikacije ter vpliva spremenljivih in v mnogih primerih kaotičnih politik priseljevanja. Eden bistvenih elementov interaktivne prisotnosti in integracije priseljenc je povezan z njihovim socialnim statusom, izobrazbo, zaposlitvijo, zdravstvenim stanjem. Prispevek bo predstavil primere in izkušnje migrantk v Sloveniji. Čeprav je situacija zelo heterogena, velja izpostaviti, da med tistimi, ki so že nekaj let ali dalj časa v Sloveniji, prevladujejo izobraženke in zaposlene, torej ženske, ki že imajo pridobljeno državljanstvo Republike Slovenije. Med njimi prevladujejo migrantke iz Bosne in Hercegovine ter Srbije. Za tiste migrantke, ki so prišle v novejšem času, največkrat k možu, ki je zaposlen v Sloveniji, gre predvsem za združevanje družin. Med temi ženskami je največ takšnih, ki so prišle z območja Kosova in Makedonije pa tudi Bosne in Hercegovine. Slednje se v Sloveniji srečujejo z zakonodajnimi ovirami pri zaposlovanju kakor tudi z omejitvami znotraj družinskih krogov. V integracijskem in tudi ekonomskem kontekstu se poraja evidentna potreba po povečanju vidnosti migrantk v javni sferi. Ženske migracije so postale tudi pereča tema vsakodnevnega političnega, medijskega, izobraževalnega, zdravstvenega in znanstvenega diskurza, še posebej pri tistih, ki so v neposrednem stiku z njimi – zdravstvenih delavcih, socialnih službah, šolah, medijih, politikih, predvsem pa »navadnih« ljudjeh.

Ključne besede: socialna integracija, migracije, migrantke

Women in Modern Migration Processes: An Example of Local Practices of Female Migrants in Slovenia


Although women have always been present in the migrant context, both local and global, developments in recent decades have confirmed not only their increased presence in migration flows, but also their recognition as migrants. As a rule, they were strongly involved in the livelihood of their families and communities, in the very present process of 'feminization of migration' and, equally, 'feminization of survival.' Both installations emphasize the increasingly public and visible forms of women's contribution to families, their contribution to the country and society (emigrant and immigrant) and especially the growing global demand for their stories, so that they are also increasingly actively involved in their own emancipation processes. The modern experiences of immigrants in Slovenia do not fully express all the effects of gender differentiation, their stratification, and influence variable and in many cases chaotic immigration policies. One of the essential elements of the interactive presence of the integration of immigrant women is related to their social status, education, employment and health status. This paper will present examples of migrant women's experiences in Slovenia. Although the situation is very heterogeneous, it should be pointed out that among those who have been in Slovenia for several years or longer, educated and employed women predominate, i.e., women who have already received citi-

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zenship of the Republic of Slovenia. Migrants from Bosnia and Herzegovina and Serbia predominate among them. For those migrant women who came in recent times, most often to their husbands who are employed in Slovenia, it is primarily a matter of family reunification. Among these women, there are most of those who came from the area of Kosovo and Macedonia, as well as Bosnia and Herzegovina. In Slovenia, the latter face legislative barriers to employment as well as restrictions within family circles. In the integration and economic context, there is an obvious need to increase the visibility of migrant women in the public sphere. Women's migration has also become a hot topic of everyday political, media, educational, health and scientific discourse, especially among those who are in direct contact with them – healthcare professionals, social services, schools, media, politicians, and above all 'ordinary' people.

Key words: social integration, migration, migrant women

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Spol, rasa, razred . . . : intersekcionalne perspektive v raziskovanju kompleksnih neenakosti

Prispevek se ukvarja z orisom glavnih vsebinskih poudarkov pri obravnavi spola v humanističnih vedah. Podan bo kratek pregled zgodovine feminističnih idej, ki so si skozi zgodovino prizadevale za odpravo neenakosti žensk v družbenem življenju. Uvodoma bo podan analitičen oris teoretskih prispevkov iz zgodovine feminizma prvega, drugega ter tretjega vala in njihovih ključnih doneskov k teoriji spola. Osrednji del bo namenjen obravnavi intersekcionalnosti. Temnopolte akterke feminističnega gibanja so že od sredine sedemdesetih let dvajsetega stoletja opozarjale na specifično izkušnjo družbenega izključevanja, ki je temeljilo tako na seksizmu kakor tudi na rasizmu, vendar do tedaj v t. i. »belih« feminističnih teorijah kategorije rase niso bile naslovljene. Podobno kot temnopolte ženske so bile v feminističnih krogih marginalizirane tudi ženske, ki so bile istospolno usmerjene. V prispevku se bomo posvetili obravnavi samoumevne, tako rekoč univerzalne kategorije »ženske«, ki še danes pogosto označuje srednjerazredno belsko žensko, ki je hkrati tudi mati in oseba s heteroseksualno spolno orientacijo. Intersekcionalnost je pristop, ki si prizadeva nasloviti kompleksnost družbenih izključevanj in presega enodimenzionalno obravnavo spola ter naslavlja kategorije razreda, starosti, etnične pripadnosti in religije. Za zagotavljanje enakih možnosti oz. enakopravnosti vseh ljudi ter preprečevanje diskriminacije na podlagi spola je treba preseči binarno razločevanje med ženskami in moškimi ter upoštevati kompleksnost kategorije spola, ki zajema raznolike dimenzije ženskosti, moškosti ter tistih, ki presegajo binarnost, ter jo obravnavati v presečni perspektivi, ki upošteva tudi raso oz. etničnost, razred, starost, religijo ter spolno usmerjenost.

Ključne besede: intersekcionalnost, kompleksne neenakosti, feminizem

Gender, Race, Class . . . : Intersectional Perspectives in Research of Complex Inequalities

This paper outlines the main themes in treating gender in the humanities. It will give a brief overview of the history of feminist ideas that have worked to address inequalities for women in social life. It will begin with an analytical outline of the theoretical contributions of the history of first, second and third-wave feminism and their critical contributions to gender theory. The central part will be devoted to the discussion of intersectionality. Black feminist activists have been drawing attention to the specific experience of social exclusion based on sexism and racism since the mid-1970s. Until then, the categories of race have not been likely addressed in so-called 'white' feminist theories. Like black women, homosexual women were marginalised in feminist circles. This paper will address the taken-for-granted, almost universal category of 'woman,' which still today often denotes a middle-class white woman who is also a mother and a person with a heterosexual sexual orientation. Intersectionality is an approach that seeks to tackle the complexity of social exclusion by moving beyond the one-dimensional treatment of gender to include categories such as class, age, ethnicity and religion. Ensuring equal opportunities or equality for all and preventing gender discrimination requires going beyond the binary distinction between women and men and taking into account the complexity of the category of gender, which encompasses the multiple dimensions of femininity, masculinity and those that go beyond the binary. Gender, therefore, needs to be considered from an intersectional perspective that includes race/ethnicity, class, age, religion and sexual orientation.

Key words: intersectionality, complex inequalities, feminism

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Kolumb, bitje ženskega spola: refleksije o spolu v potovalnih zapisih Alme Karlin

Že v uvodu potopisa *Samotno potovanje* (Ljubljana: Mladinska knjiga, 1969) se Alma Karlin vidi »v vlogi modernega Kolumba«, ko si zamišlja »odkrivanje novega sveta« in se pripravlja na »osvajalni pohod«. V nadaljevanju se z njim primerja ali identificira. Po eni strani ga razume kot navdihovalca in spremljevalca, po drugi sebe vidi kot neke vrste reinkarnacijo. Ker se je pogosto izrekala za »bitje ženskega spola« in ne za žensko brez pridrška, je njeno kolumbovsko identifikacijo možno interpretirati tudi kot preseganje izključne spolne identifikacije, ki je nedeljivo povezana s strukturo in z vlogo moči. Ne gre za to, da bi si želela biti moški, temveč tisto, kar je moškimi pripisovala, namreč da njihovo delo »služi človeštvu nasploh« in ne posameznikom ter da »samozadovoljstvo dosežejo z večjo lahkoto in s popolnostjo«. Ženske je kolektivno označila za tiste, ki trpijo in se samoursničijo le redko. Do žensk, ki jih je srečala na potovanju, je imela ambivalenten odnos v kontekstu etnične ali »rasne« pripadnosti, popotnice, ki so po istih poteh hodile pred njo, je zamolčala oz. jih je, tudi zaradi občutka kolumbovskega prvenstva, ignorirala. Iz njenih zapisov je mogoče utemeljeno sklepati, da si je določene etnografske opise »izposodila«. Ena od raziskovalk potopisov Alme Karlin se v analizi sprašuje »Ali je ženska lahko Kolumb?«, druga raziskovalka, ki se loteva antropološke in muzealske analize Alme Karlin, njeno identifikacijo s Kolumbom premesti v poimenovanje »Kolumbova hči«, čeprav se Alma Karlin sama, kolikor nam je znano, ni nikoli tako označila. To morda kaže na določeno nelagodje pri poimenovanju, kadar spolna identifikacija ni uvrščena v neprevprašujočo binarnost.

Ključne besede: Alma Karlin, Kolumb, potovanje

Columbus, a Being of the Female Sex: Reflections on Gender in Alma Karlin's Travel Writings

In the introduction of her travelogue *The Odyssey of a Lonely Woman* (London: Victor Gollancz, 1933) Alma Karlin casts herself 'in the role of a modern Columbus,' imagining 'discovering a new world' and preparing for a 'conquering expedition.' Later on she compares or identifies herself with him. On the one hand, she refers to Columbus as an inspirer and companion, on the other hand, she perceives herself as a form of his reincarnation. Since she often declared herself to be 'a being of the female sex' rather than unequivocally a woman, her identification with Columbus may be interpreted as transcending an exclusive gender identification that is inextricably linked to power structures and roles. It is not that she wanted to be a man, but rather what she attributed to men, namely that their work 'serves humanity in general' and not individuals, and that men 'achieve self-satisfaction with greater ease and perfection.' She collectively labelled women as those who suffer and rarely self-fulfil themselves. She had an ambivalent attitude towards the women she met on her journey, in the context of ethnic or 'racial' belonging, and she glossed over or ignored the women travellers who had walked the same paths before her, also out of a sense of Colombian primacy. From her writings, it can be reasonably inferred that she 'borrowed' certain ethnographic descriptions. In her analysis, one of the researchers of Alma Karlin's travelogues asks 'Can a woman be Columbus?' another researcher, who undertakes an anthropological and museological analysis of Alma Karlin, recasts her identification with Columbus as 'Daughter of Columbus,' although Karlin herself, as far as we know, never referred to herself in this way. This may indicate a certain discomfort with naming when gender identification is not placed in an unquestioning binary.

Key words: Alma Karlin, Columbus, travel

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Politika vključevanja transspolnih in nebinarnih oseb: primer feministično-spiritualnega menstrualnega družbenega gibanja Rdeči šotor

Menstrualna kri marsikje po svetu še vedno velja za tabu. Pomembna oblika preseganja menstrualnega tabuja je gibanje Rdeči šotor. Ustanovljeno je bilo leta 2007 v ZDA in predstavlja primer feministično-spiritualnega menstrualnega aktivizma, ki posega v zakoreninjene strukture neenakosti in razgalja temeljne vidike mizoginije, seksizma, homofobije ter klasizma. Čeprav se sodobne spiritualnosti predstavljajo kot nehierarhične in spolno enake, se ženskih krogov, kot je Rdeči šotor, v največji meri udeležujejo cispolne, heteroseksualne bele ženske srednjega razreda, kar izključuje nebinarne, transspolne in druge LGBTQ+-osebe. Postmoderne ideje o fluidnosti spola so dodatno prispevale h glasovom LGBTQ+-ljudi, ki so kritizirali spolne binarnosti v spiritualnih skupinah in priskrbeli nove argumente za socialno vključenost. V prispevku bomo poskušali razumeti, ali so Rdeči šotori v Sloveniji odprti za bolj raznolike identitete z vključevanjem transspolnih in nebinarnih oseb, ter odgovoriti, ali gibanje Rdeči šotor krepi ali presega esencialistične konstrukcije ženskosti in hegemonijo esencializirane spolne binarnosti. Raziskava metodološko temelji na etnografskem terenskem delu v obliki opazovanja z udeležbo na srečanjih Rdečega šotora v Sloveniji, polstrukturiranih poglobljenih intervjujih z udeleženkami in gostiteljicami ter poglobljeni vsebinski analizi interakcij, kakor se manifestirajo v digitalni komunikaciji (spletne strani, Facebook itd.).

Ključne besede: aktivizem, izključitev, transspolnost

The Politics of Transgender and Nonbinary Inclusion: The Case of the Feminist-Spiritualist Menstrual Social Movement Red Tent

Menstrual blood is still regarded as taboo in many parts of the world. An important form of breaking the menstrual taboo is the Red Tent movement. It was founded in 2007 in the USA and represents an example of a feminist-spiritualist menstrual activism that intervenes in entrenched structures of inequality and exposes fundamental aspects of misogyny, sexism, homophobia and classism. Although contemporary spiritualities present themselves as non-hierarchical and gender equal, women's circles such as the Red Tent is pre-dominantly practiced by cisgender, heterosexual and white middle-class women excluding lesbian, gay, bisexual, transgender, queer/questioning and other LGBTQ+ people. Post-modern ideas about gender fluidity further contributed to the voices of LGBTQ+ people who critiqued residual gender binaries operative in some spiritual groups and provided new arguments for social inclusion. In this paper, we will try to understand whether the Red Tents in Slovenia are open to more diverse identities by including transgender and non-binary people, and answer whether the Red Tent movement reinforces or challenges essentialist constructions of womanhood and the hegemony of the essentialized gender binary. The research is methodologically based on ethnographic fieldwork by participating in Red Tent gatherings in Slovenia, semi-structured in-depth interviews with participants and hosts and in-depth content analysis of interactions manifesting through digital communications (websites, newsletters, Facebook etc.).

Key words: activism, exclusion, transgender

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Težave s spoli: kritika binarne enakosti spolov

Prispevek preizprašuje, kaj je enakost spolov, zakaj se jo (še vedno) misli v (cis)binarni perspektivi in kaj bi v družbi lahko premaknila, če bi se jo mislilo (ali začelo misliti) v (trans)nebinarni perspektivi. Enakost spolov je v nedavnih znanstvenih, pravnih, političnih in družbenoaktivističnih utemeljitvah najpogosteje opredeljena kot družbena praksa zagotavljanja enake obravnave in enakih možnosti vseh ljudi *ne glede na spol*. Ideja enakosti spolov se kot akademski koncept, pravna kategorija in politično načelo dandanes nanaša na stanje vsesplošne enakosti v družbi ne glede na spol, zlasti pa v zvezi s statusom, pravicami in možnostmi ljudi. Toda njeni zgodovinski izvori so v ključni povezavi s prizadevanji za sistemsko, strukturno oz. institucionalno odpravo neenakosti žensk v razmerju do moških. Enakost spolov kot enakost žensk in moških tako že nekaj desetletij velja za predpogoj ter pokazatelja pluralnega demokratičnega razvoja, družbene strpnosti in blaginje, hkrati pa je nujno politično načelo za zagotavljanje človekovih pravic. Kot pravni in politični koncept enakost spolov zadeva vsa ključna področja družbenega življenja, od zasebnega do javnega, torej od družine (enakopraven spolni položaj v zakonski/izvenzakonski skupnosti, enakovredna delitev dela v gospodinjstvu, pravično vrednotenje dela ipd.), politike (enaka oz. uravnotežena zastopnost spolov v političnem odločanju, enake državljanske pravice ipd.) do ekonomije (enakovreden dostop do temeljnih dobrin, enako plačilo za enako delo, odprava spolne nepristranosti na delovnem mestu ipd.). Toda že bežen pregled tujih, zlasti pa domačih referenčnih virov na temo enakosti spolov razkrije temeljno potezo mišljenja enakosti spolov: cisbinarno in cisnormativno zaznamovanost koncepta (enakost *med spoloma*, enakost *dveh spolov*), ki poleg žensk in moških ne vključuje ostalih spolov oz. spolnih identitet, torej identitet zunaj spolnega cisbinarizma in cisnormativizma. Stalna besedna zveza »enakost spolov« kot prevod angleške krilatice *gender equality* v slovenskih rabah deluje varljivo obetajoče pluralno, celo v primerih evidentne pomenske izpraznjenosti, preračunljivega površinskega sklicevanja in gole konjunkturke eksploatacije. Pričara namreč iluzijo o pluralnosti spolov. A pri prevladujočih rabah omenjene skovanke praviloma ne gre za množinsko, ampak pretežno ali kar izključno dvojinsko obliko rodilniškega prilastka. Slednja v resnici razkriva dediščino tega, kako se spol misli v okviru diskurzov o enakosti spolov. Misli se ga (še vedno) refleksno, normativno, cisspolno in binarno, ne (še) refleksivno, inkluzivno, transspolno in nebinarno. Binarna enakost spolov ima težave s spoli, ko spontano ali normativno pristaja na idejo dveh spolov. Če naj bi bila glavni cilj ukrepov glede »enakosti spolov« vse-splošna enaka in popolnoma enakopravna obravnava ljudi v družbi ter na vseh področjih človekovega udejstvovanja *ne glede na spol* (še zlasti akademska okolja naj bi bila pri tem zgled), potem mora ideja enakosti spolov v teoriji in praksi, v deklarativnih zagovorih in dejanskih izvedbah dobiti svoje pluralnejše nadaljevanje. Predstavljena bo ideja *transenakosti spolov* kot različica pluralnega, refleksivnega in vključujočega razumevanja enakosti spolov ter podana presoja akcijskih načrtov enakosti spolov treh slovenskih javnih univerz v perspektivi transenakosti spolov.

Ključne besede: enakost spolov, transspolnost, univerza

Trouble with Genders: A Critique of Binary Gender Equality

This paper reconsiders what gender equality is, why it is (still) thought of in a (cis)binary perspective, and what it could change in society if it were (or started to be) thought of in a (trans)non-binary perspective. Gender equality is most often defined in recent scientific, legal, political and social activist arguments as the

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social practice of ensuring equal treatment and equal opportunities for all people, *regardless of gender*. As an academic concept, a legal category, and a political principle, the idea of gender equality today refers to a state of universal equality in society, regardless of gender, and in particular in people's status, rights and opportunities. However, its historical origins are crucially linked to efforts to address systemic, structural or institutional inequalities of women in relation to men. Gender equality, as the equality of women and men, has thus been seen for several decades as a prerequisite and indicator of plural democratic development, social tolerance and prosperity, and as an indispensable political principle for guaranteeing human rights. As a legal and political concept, gender equality concerns all key areas of social life, from the private to the public sphere, i.e. from the family domain (equal gender status in the marital/extra-marital community, equal division of domestic labour, fair labour valuation, etc.), politics (equal or balanced gender representation in political decision-making, equal citizenship rights, etc.) to the economy (equal access to basic goods, equal pay for equal work, elimination of gender bias in the workplace, etc.). However, a cursory glance at international, and especially local Slovenian, reference sources on gender equality reveals a fundamental feature of gender equality thinking: the cisbinary and cishnormative character of the concept (equality *between two sexes*, equality *of two sexes*), which excludes other genders or gender identities besides cis women and cis men, i.e. identities outside of gender cishnormativity and cishnormativism. The permanent Slovenian phrase *enakost spolov* (literally equality of genders) as a translation of the English catchphrase 'gender equality' in Slovenian use is deceptively promisingly pluralistic, even in cases of obvious semantic emptiness, superficial referencing and bare trendy exploitation. It conjures up the illusion of gender plurality. However, in the dominant uses, the Slovenian coinage with the periphrastic genitive noun *spolov* – which has the same genitive inflectional ending in grammatical plural and dual – is usually not used in a plural (equality 'of [three or more] genders') but mainly or even exclusively dual sense (equality 'of two genders/sexes'). The latter reveals the legacy of how gender is thought of within discourses of gender equality. It is (still) thought of in an instinctive, normative, cisgender and binary way, not (yet) in a reflexive, inclusive, transgender and non-binary way. The whole binary gender equality enterprise has problems with genders when it spontaneously or normatively applies to the idea of two sexes. Suppose the main aim of 'gender equality' measures is to ensure that people are treated equally in all areas of human activity and society, regardless of their gender (and academia in particular should be a model for this). In that case, the idea of gender equality must be given a more pluralistic follow-up in theory and practice, in declarative advocacy and actual implementation. This paper will conclude by presenting the idea of *transgender equality* as a variant of a plural, reflexive and inclusive understanding of gender equality and by assessing the gender equality action plans of three Slovenian public universities from the perspective of transgender equality.

Key words: gender equality, transgender, university



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Od ureditve žensk do ureditve organizacij: enakost spolov kot transformativna agenda za vključujoče raziskovanje

Evropske raziskovalne politike že več kot dve desetletji obravnavajo neenakosti spolov in pristranskost v akademskih krogih. Od obravnavanja skromnega nabora žensk v znanosti in podpiranja dostopa do položajev odločanja s podpornimi ukrepi, ki so namenjeni posameznicam, so se te politike preusmerile k novim izzivom, in sicer kako delujejo raziskovalne in akademske skupnosti kot delovna okolja in kot ustanove za proizvodnjo znanja. Tako se pojavlja nova paradigma, ki oblikovanje raziskovalnih organizacij, občutljivih na spol, vse bolj povezuje s hkratnim doseganjem znanstvene odličnosti. Razprava temelji na načelih, določenih za projekt AGRIGEP – Ocena in izvajanje prvih načrtov za enakost spolov na univerzah za kmetijstvo in vede o življenju v državah v ekspanziji, in izkušnjah, pridobljenih z ducatom projektov, ki jih je financirala EU v okviru preteklih in sedanjih okvirov financiranja raziskav, ter poudarja ključne mejnike, ki so privedli do vključitve spola v merila za ocenjevanje raziskav. Hkrati postavlja temelje za preobrazbene načrte za enakost spolov na univerzah in raziskovanje brezspolne pristranskosti kot vira inovacij. V prihodnosti se bo razpravljalo o tem, kaj bi lahko sledilo in kaj bo potrebno, da se bodo univerze spopadel z izzivom.

Ključne besede: enakost spolov, univerza, vključujoče raziskovanje

From Fixing Women to Fixing Organizations: Gender Equality as a Transformative Agenda for Inclusive Research

For over two decades, European research policies have been tackling gender inequalities and bias in the academia. From addressing the leaky pipeline of women in science and supporting access to decision-making positions through support measures aimed at individuals, those policies have moved towards challenging how research and academic communities function, both as work environments and knowledge production institutions. A new paradigm has thus been emerging, which increasingly connects building gender sensitive research organizations with achieving scientific excellence. Elaborating upon the principles set for the project AGRIGEP – Assessment and Implementation of Agricultural and Life Science Universities' First Gender Equality Plans in Widening Countries, and the experience gained through a dozen of EU-funded projects under the past and current research funding frameworks, this contribution will highlight the key milestones that have led to incorporating gender into research evaluation criteria, also setting the scene for transformative gender equality plans at universities and gender bias-free research as a source of innovation. Looking forward, it will discuss what might come next, and what it will take for universities to rise to the challenge.

Key words: gender equality, university, inclusive research



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